

DDI-236-73

26 January 1973

file of [REDACTED] LEGIB

MEMORANDUM FOR: Deputy Director for Intelligence  
SUBJECT : Review of OER Training

1. We have recently completed a survey of training in OER during the past five years in terms of expenditures, manhours, and courses sponsored. The results of this survey are attached as Tables 1-6. Also attached is a summary listing of selected training courses that we propose to use as a guide in reviewing and planning training programs.

2. The emphasis that we have placed on economics and ADP training is apparent from the survey and we think it has paid off in raising professional standards. It also is clear from the survey that we have not given enough attention to other internal and external training programs. We hope to overcome this by a more systematic and thorough review of the training objectives and needs of individuals and the Office.

3. We have identified several gaps in available training programs that need to be filled. Internally, we are going to introduce a required course for new employees on ADP applications in OER, and we are exploring with OTR [REDACTED] the opportunities for industry training. A good many of our industry specialists will be retiring over the next few years and we need to begin an industry training program that consists of more than plant tours.

4. On the part of OTR, we feel that they need to develop a new management course that is tailored to first-line supervisors at the GS-13 to GS-15 level, preferably using the case studies approach. There also is a requirement for a broadening course along the lines of the Advanced Intelligence Seminar that is open to middle grade analysts that are not "comers." As a simple matter of record keeping, we would like to see OTR develop a semi-annual reporting system for each Office that records course sponsored and training manhours much the same as

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we have done in our survey. We have been in touch with  
OTR on these suggestions and we will work with [redacted]  
the DDI representative on the OTR Board of Visitors, on  
specific recommendations.

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MAURICE C. ERNST  
Director  
Economic Research

Attachments  
as stated

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